



## **Nevada Women's Fund Diversity, Equity and Inclusion Policy**

Mission: Nevada Women's Fund is dedicated to strengthening our community by empowering women to advance their lives, and those of their families. We identify critical social needs and address those through educational scholarships and community-based grant funding.

Nevada Women's Fund is committed to promoting a culture of diversity, equity and inclusion. We recognize that human capital is our most important asset. We embrace and encourage diversity within our staff, board of directors, volunteers and scholarship recipients. We believe that through embracing and encouraging diversity, Nevada Women's Fund is better able to achieve its mission. Nevada Women's Fund's diversity initiatives are applicable, but not limited to, its practices and policies on hiring, retention, board recruitment, community partnerships and constituencies served.

Nevada Women's Fund serves a rich diversity of people and is committed to treating individuals with respect and dignity. Our commitment to diversity, equity, and inclusion touches on all aspects of our work. Specific initiatives include, but are not limited to the following:

- Nevada Women's Fund is committed to fostering a diverse and inclusive work environment for employees and we celebrate our differences.
- Nevada Women's Fund is inclusive and collaborative with communities throughout Northern Nevada to ensure women seeking higher education have access to our scholarship application process.
- Members of the Allocations Committee receive training on a non-biased approach to scholarship application scoring. The scholarship scoring process is a blind rubric system reviewed by at least three committee members to ensure non-objective results.
- We invite and welcome all individuals to volunteer with Nevada Women's Fund and we partner with community groups that represent minorities, indigenous peoples, LGBTQ, and others to ensure our volunteers are reflective of the diversity within our community.
- Our Board Leadership Committee promotes diversity and inclusion when requesting nominations for new board members. When selecting board member candidates, the Board Leadership Committee is mindful of diversity including, but not limited to: age, ethnicity, professional experience and gender. We strive to have a diverse board to bring together different backgrounds, cultures, experiences, expertise and perspectives.
- Our Executive Committee sets the goals and priorities for Nevada Women's Fund and is mindful to ensure our work elevates diversity, equity and inclusion. Diversity, equity and inclusion topics are addressed at Strategic Session, as deemed necessary, to ensure Nevada Women's Fund stays in touch with community needs, priorities, and opportunities.